

2019

**Lepage Associates
Psychological & Psychiatric Services
Post-Doctoral Clinical Training
(*APPIC Member – APPIC Approved Post Doc*)**



Lepage Associates
Durham, North Carolina

Lepage Associates
Solution-Based Psychological & Psychiatric Services
Post-Doctoral Clinical Training
In Clinical & Forensic Psychology
2019-2020



Table of Contents

Lepage Associates Mission Statement.....	4
Mission of the Post-Doctoral Training	4
Qualifications of the Prospective Post-Doctoral Fellow	4
Goals and Objectives of the Post-Doctoral Fellowship.....	7
About Us.....	8
Director of Training, Dr. Tina Lepage	9
Responsibilities of the Training Director	10
Licensed Clinicians in the Practice	11
Training Activities and Experiences	12
Psychological, Psychoeducational, and Neuropsychological Assessments	13
Forensic Assessments	13
Individual, Couples, Family, and Group Psychotherapy	13
Weekly Staff Meetings.....	13
Community Outreach Seminar	14
Clinical and Forensic Topics in Psychological Practice Seminar.....	14
Clinical Case Presentations: Therapy & Evaluation	15
Professional Development.....	16
Rotation at Community Mental Health Agency or Other Rotations	16
Other Training Experiences.....	16
Supervision.....	18
Supervisors.....	18
Expectations for Fellow Performance.....	19
Fellow Evaluation and Feedback.....	21
Evaluation	21
Feedback	21
Due Process.....	21
Grievance Procedure	22
APPIC Postdoctoral Membership Criteria and North Carolina’s Requirements for Licensure.....	23
Hours/Benefits/Stipend	27
Hours	27
Benefits	27
Stipend	27
Lepage Associates Facilities	29

Lepage Associates Mission Statement

We are a collaborative team of professionals providing the highest quality psychological and psychiatric services to clients of all ages and backgrounds. We work with clients to take a proactive role in exploring solutions to life's challenges and achieving their goals.

Mission of the Post-Doctoral Training

To foster the development of competent, professional clinical and forensic psychologists who are ready to transition to private practice or any other clinical or forensic setting upon completion of the fellowship year.

Qualifications of the Prospective Post-Doctoral Fellow

Applicants must hold a doctoral degree from an institution accredited by one of the six regional bodies recognized by the U.S. Department of Education. This includes completion of formal academic coursework at a degree-granting program in professional psychology. The Lepage Associates Clinical and Forensic Post-Doctoral Fellowship is for candidates with a post-graduate level of experience. The pre-doctoral internship completed must meet the following APPIC standards:

1. The internship must be an organized training program, which in contrast to supervised experience or on-the-job training, is designed to provide the intern with a planned, programmed sequence of training experiences. The primary focus and purpose is assuring breadth and quality of training.
2. The internship agency has a clearly designated doctoral level staff psychologist who is responsible for the integrity and quality of the training program. This person is actively licensed, certified, or registered by the State Board of Examiners in the jurisdiction where the program exists, and is present at the training facility for a minimum of 20 hours a week.

3. The internship agency training staff consists of at least two full time equivalent doctoral level psychologists who serve as primary supervisors and who are actively licensed, certified, or registered as a psychologist by the Board of Examiners in the jurisdiction where the program exists.
4. Intern supervision is provided by staff members of the internship agency or by qualified affiliates of that agency who carry clinical responsibility for the cases being supervised. Regularly scheduled individual supervision is provided by one or more doctoral level licensed psychologists, at a ratio of no less than one hour of supervision for every 20 internship hours. Supervision is provided with the specific intent of dealing with psychological services rendered directly by the intern.
5. The internship provides training in a range of psychological assessment and intervention activities conducted directly with recipients of psychological services.
6. At least 25% of trainees' time is in face-to-face psychological services to patients/clients.
7. The internship must provide at least two hours per week in didactic activities such as case conferences, seminars, in-service training, or grand rounds.
8. Internship training is at post-clerkship, post-practicum, and post-externship level, and precedes the granting of the doctoral degree.
9. The internship agency has a minimum of two interns at the pre-doctoral level of training during any training year.
10. The internship level psychology trainees have a title such as "intern," "resident," "fellow," or other designation of trainee status.
11. Internship programs have documented due process procedures that describe separately how programs deal with (1) concerns about intern performance, and (2) interns' concerns about training. These procedures include the steps of notice, hearing, and appeal, and are given to the interns at the beginning of the training period.
12. The internship experience (minimum 1500 hours) must be completed in no less than 9 months and no more than 24 months.

13. At least twice a year the internship program conducts formal written evaluations of each trainee's performance.

Applicants must provide documentation demonstrating that the pre-doctoral internship met the APPIC standards for pre-doctoral training specified above.



Goals and Objectives of the Post-Doctoral Fellowship

1. To develop advanced clinical skills in individual, couple, family, and group psychotherapy. (At times these could be court-ordered clients to include anger management, substance abuse, DBT, co-parenting, and general court-ordered therapy.)
2. To develop advanced clinical skills in psychological and psycho-educational evaluations for all ages.
3. To develop advanced skills in forensic evaluation to include use of specific forensic tests as well as a wide array of psychological, psycho-educational, and neuropsychological tests.
4. To develop advanced skills in a wide array of forensic assessment types. Examples include but are not limited to: competency, immigration, substance abuse, risk assessment, child custody, and parental capacity evaluations.
5. To develop advanced skills in research as related to preparing a case for expert testimony.
6. To develop community outreach and presentation skills.
7. To develop knowledge about the community resources available for referral to and from private practice.
8. To develop awareness of cultural and individual differences amongst clients served.
9. To increase awareness and knowledge of the ethical principles of professional psychologists.
10. To provide fellows the experience and training in the clinical and professional activities involved in private practice.

About Us

Lepage Associates is a private group psychological and psychiatric services practice. We are home to a diverse group of psychologists and psychiatrists whose expertise spans a range of problems for which people seek help. This breadth of specialties allows for the highest level of specialized and individualized service as either one specialist best suited for the client's presenting problem can meet client needs, or a comprehensive treatment team can work together as needed for the best interest of the client. Even when a client works directly with only one clinician, the client will have the minds and thoughts of other doctors on the case through our weekly peer case conferences.

At Lepage Associates we make every effort to provide clients with the highest quality mental health services available. To join the Lepage Associates team, therapists and evaluators must hold doctorate degrees in psychology or have over ten years of experience as a licensed psychologist or licensed social worker at the master's level. Service providers will also hold other masters and undergraduate level degrees in psychology and/or related areas, and may have additional specialty certifications or training. While all of our psychologists are trained as generalists, each also has unique areas of expertise, and we pride ourselves on the breadth of specialties we are able to offer clients.

Lepage Associates provides the following services:

- Clinical Services for all ages (therapy, assessment, and medication)
- Couple's Counseling
- Forensic Services (family court, criminal, and civil cases)
- Separation and divorce services through The Center for Separating with Civility and Divorcing with Dignity
- Business Consultation

Director of Training, Dr. Tina Lepage



Dr. Lepage is the founder of Lepage Associates. She is a specialist in: personal and professional relationship issues; children, adolescents, and families; psychological and forensic evaluations; and personal growth pursuits. She holds a Doctorate and Masters in *clinical psychology* and a Bachelor of Science in *child development & family relationships*, as well as a Masters in *management*, and is a *Licensed Psychologist*. Dr. Lepage is experienced in individual, couples/marriage, family, and group therapy for adults and teens; play therapy for children; psychological and forensic evaluations for all ages; separation and divorce; family court matters (forensics); and management. Dr. Lepage has been serving clients in a variety of settings for the past 20+ years.

As Fellowship Director her uncommon blend of training, having a management degree along with clinical degrees, affords a unique opportunity for fellows to learn the business side of psychology if interested, to include how to develop a successful private practice. Dr. Lepage has 20+ years of experience in program development and management and has built a very successful practice. She actively mentors and coaches fellows interested in private practice development.

Responsibilities of the Training Director

The Training Director is responsible for the overall training of the Post-doctoral fellows. Her primary responsibilities are:

1. To ensure that each fellow has two assigned supervisors who provide weekly supervision.
2. To communicate with weekly supervisors on overall progress of the fellow.
3. To provide quarterly reviews to the fellow.
4. To plan a schedule of outreach events, clinical topics presentations, and case presentations with the fellow for the fellowship year.
5. To mentor each fellow in professional development, outreach activities, and business practices.
6. To ensure integrity of the training program including ethical matters, training guidelines and therapeutic concerns.
7. To keep all documentation current, including APPIC documentation requirements, program statistics, etc.

Licensed Clinicians in the Practice

(in addition to Dr. Lepage, Training Director)

Colleen Hamilton, PsyD, holds a Doctorate in Clinical Psychology with training focused on work with children, adolescents, and families. She provides individual, family and group therapy to clients of all ages. Dr. Hamilton has worked in a variety of settings including outpatient clinics, day treatment programs, school settings, and inpatient facilities. In addition to providing therapy, Dr. Hamilton is also experienced in conducting educational and psychological evaluations. Areas of special interest include childhood trauma, adolescent depression, family relationships, and self-care. Dr. Hamilton is one of our postdoctoral program supervisors.

Lindsey Ohler, PsyD, holds a doctorate in Clinical Psychology, and has worked with the entire spectrum of age groups including children, adolescents, college students, and adults. Settings have included private practice, businesses, community mental health centers, the juvenile court system, college counseling centers, inpatient facilities, outpatient hospitals, and a clinical research lab investigating the neurocircuitry of eating disorders. In addition to treating the many forms of depression, anxiety, and stress adults and children often present with, Dr. Ohler has special training and interest in autism spectrum, eating issues, and therapy for children in high conflict divorce. Dr. Ohler is one of our postdoctoral supervisors.

Kevin Metz, PsyD, has a doctorate in Clinical Psychology from the California School of Professional Psychology in San Francisco, and a bachelor's in Psychology from UNC-Chapel Hill. Dr. Metz provides individual, family, and couples therapy for people struggling with a wide array of challenges in their lives. He has experience working in a broad variety of settings, including mental health clinics, outreach services within the community, and university counseling centers. Dr. Metz is one of our postdoctoral program supervisors.

Colette Segalla, PhD, provides therapy and evaluation services to individuals of all ages. She brings a wealth of experience to her work in clinical psychology with a rich, diverse background of working with adults, adolescents, and children in various contexts. Dr. Segalla

uses an integrative approach to therapy including cognitive-behavioral therapy (CBT), psychodynamic psychotherapy, and supportive therapy. She is also trained in 'depth-oriented' psychology and can explore symbolism revealed in dreams, fantasies, and personal stories. In addition to her Ph.D. in psychology, she completed extensive Leadership Training where the emphasis was on helping people achieve their full potential.

Julie Michalowski, PsyD, provides individual, couples, family, and group therapy, in addition to a range of psychological and educational assessments. She has worked with all ages providing therapy and evaluations. Dr. Michalowski has a doctorate degree in Clinical Psychology and has practiced in a variety of settings to include private practice, community mental health, hospitals, and college counseling. She has also completed specialty training in Dialectical Behavior Therapy (DBT).

Rae Ann Hamilton, LPA, has more than twenty-five years of experience working with individuals of all ages doing both therapy and evaluations. She earned a Master's Degree in Counseling Psychology and is licensed by the North Carolina Psychology Board. Mrs. Hamilton has worked in a variety of settings including: private and group practices; pre-school, primary, secondary and postsecondary educational venues; and community mental health. She enjoys working with individuals, couples and families. In both therapy and testing she treats all presenting problems (with the exception of autism). Mrs. Hamilton also has a high regard for our military families, for whom she has sought specific training that enables her to meet their unique needs.

Erica Blystone, LCSW, holds a master's degree in Social Work and has been working as a therapist for over 15 years. Special interests and areas of expertise include couples counseling, mood and anxiety disorders, family of origin issues, and growth work. She is highly experienced in cognitive-behavioral therapy (CBT) and dialectical-behavior therapy (DBT).

More extensive bios of all clinicians can be found on our website.

Training Activities and Experiences

Post-Doctoral fellows at Lepage Associates take part in all aspects of the clinical and forensic services offered by the practice. Daily interaction with practicing clinicians is an integral part of the fellowship. Fellows benefit from weekly meetings with all clinicians in the practice and participate in weekly case conferences. Fellows spend at least one-third of their time providing direct professional psychological services.

Psychological, Psychoeducational, and Neuropsychological Assessments

Under supervision, fellows provide full psychological, psychoeducational, and neuropsychological assessments for all ages. Fellows do testing and scoring, write assessment reports and meet with clients for feedback sessions.

Forensic Assessments

Under supervision, fellows provide forensic assessments for all ages. Fellows conduct collateral interviews, do testing and scoring, and conduct clinical interviews for forensic evaluations. Fellows write assessment reports and meet with clients for feedback sessions. Fellows engage in research related to forensic cases to prepare for expert testimony.

Individual, Couples, Family, and Group Psychotherapy

Under supervision, fellows provide psychotherapy services directly to consumers. Fellows provide services to a variety of consumers and modalities including individual, couple, family, and group as needed. For individual clients, ages range from young children to adults, depending on the background and previous experience of the fellow. Fellows are expected to be willing to provide services to a diverse age and clinical range of clientele.

Weekly Staff Meetings

Fellows meet weekly with all full-time psychologists and the Director of Training in a weekly staff meeting. The focus of the staff meeting is on topics relevant to the operations of running a successful group private practice.

Community/Clinical Outreach Seminar

There are three activities under Community/Clinical Outreach fellows must engage in, at the following levels:

- 1.) Each quarter fellows will join a Lepage Associates psychologist in a community outreach activity (as available). The fellow is responsible for assisting with seeking out and coordinating these opportunities with the psychologist.
- 2.) Fellows must engage in a minimum of two self-directed community outreach endeavors on their own. Pre-approval of each proposal to be obtained by Training Director.
- 3.) Second Saturday Divorce Seminar: Fellows will speak to at least two seminars during the fellowship year.

Clinical and Forensic Topics in Psychological Practice Seminar

Fellows will do preparatory reading for and attend a Seminar series on Clinical/Forensic Topics in Psychological Practice. Fellows may spend one hour per week on preparatory reading and Seminars are conducted monthly during Tuesday meetings.

At the beginning of the fellowship, the fellow will develop a list of up to three topics and an associated reading list for each topic. This allows fellows to build in topics of special interest to them. This reading must be somewhat succinct but must also imbue the fellow with a decent depth and breadth on the topic at hand. A draft of the topics must be submitted to the Director of Training for approval before a reading list is composed. Reading can include a variety such as up to date journal articles, book chapters, etc. Topics can be related to the practice of clinical and forensic psychology. The

fellow must include one ethics topic and one multiculturalism (or diversity) topic. Topics should be varied and represent diversity under the umbrella of typical clinical and forensic topics in psychology.

Prior to each Seminar, the fellow emails a list of questions they would like answered/discussed on the topic by the psychologists. All full-time psychologists engage in the Seminar and share their knowledge and experience of the topic with the fellow. In addition, the fellows present what they learned from their readings on at least one topic.

Clinical Case Presentations: Therapy & Evaluation

Fellows will present two in-depth clinical case presentations to the Director of Training, supervisors and Bachelor level fellows; invitation will also be provided to all Lepage clinicians.

Therapy Case

One presentation should be on a therapy case which has had a minimum of 10 sessions and preferably with a case that is clinically complex. Presentation shall cover case formulation from two theoretical orientations, diagnosis, in-depth description of course of treatment to include application via specific strategies and interventions of orientation chosen for treatment, any ethical or diversity issues associated with the case, analysis of self as therapist (what went well, what didn't, what could have been improved), outcome, and recommendations for future treatment if any; a handout shall be given to all attendees in presentation covering these topics.

Evaluation Case

One presentation should be on an evaluation case, preferably a full battery -- full psychological or full psychoeducational evaluation. Presentation shall cover reason for referral, description of determination of tests to use, discussion of the testing session(s), presentation of the test results to include clinical conceptualization of test data, diagnosis, recommendations, and analysis of self as the examiner and of one's strengths and weaknesses in report writing; a handout shall be given to all attendees in presentation covering these topics.

Professional Development & Continuing Education

Fellows may engage in up to two specialized trainings, conferences, or seminars during the fellowship year. Fellows may propose ideas for trainings or conferences to the Director of Training for approval. Although Lepage Associates does not guarantee to pay attendance fees for trainings, hours are counted toward the total hours' requirement while fellows attend these external events. Past fellows have attended trainings or conferences on: The Team Approach to Collaborative Divorce, Blending Play Therapy with Evidence-Based Treatments to Trauma, The Carolina House Eating Disorders Symposium, and The American Academy of Psychotherapists yearly conference. (Lepage Associates may pay attendance fees based on current budget/funds availability. Also some trainings attended have been free.)

At times if budgeting allows and the fellow has interest, Lepage Associates may pay for a full semester online course in a topic of specialized interest to the Fellow.

Rotation at Community Mental Health Agency or Other Rotations

During the course of the year, fellows may have the option to spend four hours per week for 12 weeks at a Community Mental Health Agency serving low SES clients of all ages. Training activities include individual therapy, group therapy, and assessments.

Other rotations may occasionally come available as well as Lepage Associates staffs some off-site clinical positions. For example, we staff a private business-based daycare and preschool with one of our child psychologists, and a rotation may be available there. Rotation possibilities are regularly being added to possibilities for fellows.

Other Training Experiences

In addition to the above training activities and experiences, fellows participate in all aspects of practice functioning. These activities include:

- Intake phone calls from prospective clients to determine clinical needs and how the practice can meet them
- Use of the computerized scheduling and clinical record keeping software system
- Presentations to the practice by other agencies, services providers or community organizations
- Participation in relevant outreach such as Education Fairs or Health Fairs
- Unscheduled supervision with clinicians in the practice as needed

Supervision

Fellows receive two hours of individual supervision each week. In addition, group/peer supervision takes place one hour every week. All clinicians are also available for unscheduled supervision as questions arise for the fellow; these can be informal or formal/scheduled meetings.

Many times, fellows have the benefit of providing services to clients who also work with other clinicians here in a different modality. This provides opportunity for collaborative consultation sessions with these other providers. At times this includes supervision/consultation with psychiatrists in the practice.

Lepage Associates is a supervision-rich environment as impromptu supervision by other psychologists on site naturally occurs in this type of group private practice setting.

Supervisors

Assigned supervisors at the Lepage Associates fellowship site are always licensed psychologists with many years of experience practicing in a private practice setting, as well as in other settings.



Expectations for Fellow Performance

Fellows are typically evaluated on each of these dimensions:

- Fellows are expected to provide assessment and intervention services to clients.
- Fellows are expected to set and meet specific goals with his or her supervisor for developing therapeutic and assessment skills over the course of the fellowship training year.
- Fellows are expected to practice ethically in all activities.
- Fellows are expected to use supervision to discuss difficult, challenging, complex, or uncertain issues that they face in their delivery of services.
- Fellows are expected to participate in group processes, including weekly business meetings and group supervision.
- Fellows are expected to fully document all services that he or she delivers to clients.
- Fellows are expected to give direct and honest feedback to his or her supervisors about the quality of the fellowship experience, as well as any grievances or concerns that may arise.
- Fellows are expected to conduct all required community outreach activities as outlined in the Training Activities section of the Training Manual.
- Fellows are expected to present two case presentations as outlined in the Training Manual.
- Fellows are expected to engage in the Clinical Topics seminar list development with the Training Director and to do the necessary reading and preparation for the seminar prior to the seminar date.
- Fellows are expected to practice with a high degree of professionalism. Adherence to professionalism includes:
 - behaving in a legal and ethical manner

- developing awareness of “self” and its impact on others
- contributing to a respectful work environment
- being committed to self-directed continued learning
- confidently practicing within areas of competence
- functioning responsibly and independently
- identifying and managing one's own psychological issues
- appropriately giving feedback
- maintaining awareness and skill with individual and cultural diversity
- taking a scholarly approach to one's work

Fellow Evaluation and Feedback

Evaluation

Fellows are informally evaluated after the first month, the first three months, the first six months, and then formally near the end of the fellowship experience by the Director of Training. In addition, during weekly supervision fellows receive feedback from supervisors about any concerns that may arise. We view evaluations as opportunities to give and receive feedback about a fellow's progress/experience. The fellowship training program can be modified and enhanced based on each fellow's feedback and his or her unique needs. (See end of this brochure for copy of the formal evaluation form.)

Feedback

Fellows are invited to give their feedback about the training program during each of the four individual formal evaluations. They may also give their feedback informally to their supervisors during weekly sessions. At the end of the post-doctoral fellowship year, fellows will have the opportunity to give a formal, written evaluation of the training program.

Due Process

When a postdoctoral fellow's conduct is problematic, unethical, or unlawful, this may result in an immediate suspension of services or even termination of the fellowship, but not without due process. In such circumstances of problematic, unethical, or unlawful behavior by a fellow, the fellow will first be notified that problematic behavior has been identified. A documented hearing will then take place in which the post-doctoral fellow will have an opportunity to hear concerns about the problematic, unethical, or unlawful behavior, directly from the Director of Training. At this time the fellow will be given an opportunity to address the problem and respond to concerns. The Director of Training may, at this time, take actions to

assist in rectifying the problematic behavior or require suspension of services unless problematic behaviors are adequately addressed by the fellow. The fellow will also have an opportunity to appeal the actions taken by the Director of Training. In the case of appeal, the fellow will have a second hearing attended by two other clinical staff members at Lepage Associates.

Grievance Procedure

In situations in which the fellow has a complaint against the training program, the first step would be to discuss the complaint with the Training Director. If the issue cannot be resolved satisfactorily at this level, the fellow can request and will be given the right to select another licensed staff member to assemble and chair a small (3 person) ad hoc committee to address the concerns. The fellow will be allowed to present any concerns, information or opinion to this assembled committee. At the end of this assembly, the committee will issue a written summary of findings and conclusions with recommendations to address the complaint.

APPIC Postdoctoral Membership Criteria and North Carolina's Requirements for Licensure

The Lepage Associates Post-Doctoral Fellowship meets all fourteen criteria for APPIC Postdoctoral Membership. The fellowship also meets North Carolina's requirements for licensure.

The North Carolina Psychology Practice Act states the following regarding training requirements for a licensed psychologist:

21 NCAC 54 .1611 PRACTICE BY POSTDOCTORAL TRAINEES

An individual pursuing postdoctoral training or experience in psychology shall be exempt from licensure pursuant to G.S. 90-270.4(d) if the following criteria are met:

(1) the postdoctoral training or experience in psychology meets all the criteria set forth in 21 NCAC 54 .2009(i); and

(2) the individual has completed all doctoral degree requirements for a program in psychology from an institution of higher education as defined in **G.S. 90-270.2(5)**. Evidence of completion of all degree requirements shall be in the form of either an official transcript showing the date on which the degree was conferred; or a letter from the registrar, dean of graduate school, or director of graduate studies verifying that all substantive and administrative requirements for the doctoral degree have been met without exception, and stating the date on which the doctoral degree will be awarded.

21 NCAC 54 .2009 LICENSED PSYCHOLOGIST

(i) One year of supervised experience shall meet all of the following criteria for a training program in psychology:

(1) The training shall be a planned and directed program in the practice of psychology, in contrast to "on the job" training, and shall provide the trainee with a planned, programmed sequence of training experience.

The fellowship at Lepage Associates is a planned, programmed sequence of training experience as indicated in the Lepage Associates Clinical and Forensic Post-Doctoral Fellowship manual.

(2) The training site shall have a written statement or brochure which describes its training program and is made available to prospective trainees.

A written statement and brochure describing the training program are available to prospective trainees on the Lepage Associates website.

(3) Trainees shall be designated as "interns," fellows," or "residents," or shall hold other designation which clearly indicates training status.

During the fellowship at Lepage Associates, the designation for fellows is "doctoral fellow."

(4) The training shall be completed within a consecutive period of 24 months.

The post-doctoral fellowship is a 12-month training program.

(5) The training shall consist of at least 1500 hours of practice in psychology as defined by G.S. 90-270.2(8).

The training consists of 2000 hours of practice in professional psychology.

(6) The training site shall have a minimum of two doctorally trained licensed, certified, or license eligible psychologists at the training site as supervisors who shall have ongoing contact with the trainee.

The training site has several doctorally trained psychologists, some currently licensed psychologists and some are license-eligible.

(7) The training shall be under the direction of a licensed, certified, or license eligible doctorally trained psychologist who shall be on the staff of the training site, who shall approve and monitor the training, who shall be familiar with the training site's purposes and functions, who shall have ongoing contact with the trainee, and who shall agree to assume responsibility for the quality, suitability, and implementation of the training experience.

The training is under the direction of a licensed psychologist, Dr. Tina Lepage. As director of training, she establishes the training, approves and monitors the training. Having established the training, Dr. Lepage is familiar with the training site's purposes and functions. Dr. Lepage assumes responsibility for the quality, suitability, and implementation of the training experience.

(8) The training shall provide a minimum of two hours per week of individual face-to-face discussion of the trainee's practice, with the specific intent of overseeing the psychological services rendered by the trainee. Supervision may be provided in part by psychiatrists, social workers, or other related professionals qualified by the training site, but at least 50% of supervision shall be provided by licensed, certified, or license-eligible doctorally trained psychologists.

During full time participation in the fellowship, the training provides a minimum of two hours per week of individual, face-to-face discussion of the trainee's practice, with the intent of overseeing the psychological services rendered. Supervision is provided by licensed psychologists although on occasion, additional supervision is provided by a practicing psychiatrist or a licensed clinical social worker.

(9) In addition to individual supervision, the training site shall provide a minimum of two hours per week of instruction which may be met by group supervision, assigned reading, seminars, and similarly constituted organized training experiences.

In addition to the individual supervision, the training site provides at least two hours per week of instruction. This is in the form of weekly, full-practice meetings, weekly group supervision, weekly assigned readings weekly didactic activities, and presentations.

G.S. 90-270.2(5). Institution of higher education. – A university, a college, a professional school, or another institution of higher learning that:

- a. In the United States, is regionally accredited by bodies approved by the Commission on Recognition of Postsecondary Accreditation or its successor.
- b. In Canada, holds a membership in the Association of Universities and Colleges of Canada.
- c. In another country, is accredited by the comparable official organization having this authority.

Hours/Benefits/Stipend

Hours

Fellows work 40 hours per week and spend at least 1/3 of their time in direct client services. (At times they have more than that but 1/3 is typically a minimum.) A total of 2000 hours are needed to complete the fellowship over 12 consecutive months.

Benefits

Fellows have 14 days of paid time off for the fellowship year to be taken during a time agreed upon with the Director of Training, and also have ten paid holidays. Malpractice insurance is paid, and health insurance is provided via Health Reimbursement Arrangement (HRA). After one year Fellows may sign up for our retirement plan.

Stipend

\$45,000-\$47,000.

Summary of Benefits of Postdoctoral Training at Lepage Associates

This is an excellent advanced training opportunity for a clinician wanting to be highly trained in and eventually work in clinical or forensic psychology, and/or in private practice.

In our setting all facets of clinical psychology are present: therapy for all ages, evaluations for all ages, and consultation. Thus is a very well-rounded training experience. Fellows can try out various niche areas to see what they like as they prepare for their long-term career path.

Lepage Associates is a supervision-rich environment. Individual supervisors from a variety of specialty areas are available for 1-1 supervision, weekly group supervision includes the same variety of specialists, and impromptu supervision naturally occurs in this type of group private practice setting. In addition, since we work some cases as a team, supervision occurs during those team cases as well.

It is a unique advanced *clinical* placement in that it is in a private practice setting whereas most post doc placements are in organizations such as college counseling centers, community mental health clinics, etc. Private practice post docs are extremely rare.

It is a unique advanced *forensic* placement in that it is in a private practice setting whereas most forensic placements are in the criminal justice system such as prisons. In our setting all facets of forensic psychology are present: family law, civil, and criminal.

We provide the highest level clinical and forensic psychology training while also showing the post-doc how to create a successful private practice, the latter a skill that is rarely to never covered in training programs.



Lepage Associates Facilities

All services are provided at one location, the Lepage Associates office, unless a rotation is elected. Lepage Associates is located in Sutton Station, an upscale development with a mix of retail businesses, offices, restaurants, and luxury apartments. Sutton Station is situated on 16 acres just north of The Streets at Southpoint Mall on Fayetteville Street in Durham, North Carolina. www.suttonstation.com

The Lepage Associates offices are centrally located within Sutton Station. Offices are beautiful and spacious with attractive furnishings and a professional atmosphere. Each office has its own networked laptop computer and telephone. Most have large windows providing ample natural light and look out onto a central plaza and large fountain.



Lepage Associates Post-Doctoral Clinical Fellowship

COMPETENCY EVALUATION

Name:		Supervisor:						
Rotation (Circle): 1 2 3 Outpatient		Date:						
COMPETENCY EXPECTATIONS: To Demonstrate Proficiency in Performing Core Competencies in Accordance with Lepage Associates' Standards of Training	K E Y	HOW ASSESSED: A. Direct Observation B. Supervisory Discussion C. Record Review D. Feedback from Others E. Other (Specify)	PERFORMANCE LEVELS: 1. Significant further training required. 2. Meets minimum requirement. 3. Exceeds minimum requirement. 4. Beyond expectations for level of training. 5. Not applicable or insufficient opportunity to demonstrate.					
COMPETENCY STANDARDS	COMMENTS		HOW ASSESSED	PERFORMANCE LEVELS				
<u>ASSESSMENT/DIAGNOSIS</u>				1	2	3	4	5
Reviews client record for pertinent history.								
Interviews client and/or family to assess mental status, symptoms, problem behaviors, medical concerns, risk status, personality style, developmental level, interpersonal issues, adaptive functioning and pertinent historical background.								
Utilizes observation to make reasonable statements about client's affect, flow of thought, general mental status and quality of speech.								
Formulates multiaxial diagnosis in accordance with current DSM guidelines.								

COMPETENCY STANDARDS	COMMENTS	HOW ASSESSED	PERFORMANCE LEVELS				
PSYCHOLOGICAL TESTING			1	2	3	4	5
Selects appropriate test/s for referral question, displaying sensitivity to sources of bias.							
Administers test/s in prescribed manner per manual.							
Scores test/s in prescribed manner.							
Interprets test/s appropriately.							
Integrates findings from test data, history, clinical interview and behavioral observations into a cohesive picture of client functioning.							
Writes report that is accurate, well-organized, concise and easily understood by non-psychologist professionals.							
Discusses test results with client and/or family in understandable language.							
Makes recommendations that follow logically from the assessment results and support positive functioning.							
Identifies appropriate referrals and resources.							
INTERVENTION SKILLS							
Establishes a therapeutic alliance with client.							
Conceptualizes client issues from an appropriate theoretical framework.							

COMPETENCY STANDARDS	COMMENTS	HOW ASSESSED	PERFORMANCE LEVELS				
<u>INTERVENTION SKILLS</u>			1	2	3	4	5
Demonstrates knowledge of a variety of treatment paradigms, strategies and techniques.							
Develops a treatment plan with client with mutually agreed upon goals.							
Selects appropriate interventions for assessed problem/s and goal/s.							
Implements interventions appropriately helping client integrate new knowledge/skills into everyday functioning.							
Demonstrates respect and concern for client while maintaining a balance of objectivity and empathy.							
Demonstrates understanding of group theory, dynamics, structure, norms and techniques.							
Negotiates appropriate role when functioning as a co-therapist.							
<u>DOCUMENTATION SKILLS</u>							
Documents treatment progress by describing conceptualization of client, key issues discussed in therapy, client strengths and areas for continued improvement							
Writing is accurate, well-organized, easily understood by non-psychologist staff and has been proofread for errors prior to supervisor's review							

COMPETENCY STANDARDS	COMMENTS	HOW ASSESSED	PERFORMANCE LEVELS				
UTILIZATION OF SUPERVISION			1	2	3	4	5
Participates in supervision with openness and willingness.							
Prepares for supervision and actively sets the agenda.							
Appropriately integrates supervisor's feedback.							
Acknowledges own limits of skills and knowledge; seeks consultation as needed.							
Acknowledges and takes appropriate action when personal issues interfere with professional functioning.							
PROFESSIONAL CONDUCT							
Presents professional appearance and demeanor.							
Understands and complies with ethical standards for psychologists. Recognizes ethical dilemmas and seeks appropriate consultation.							
Displays initiative, resourcefulness and increased readiness for autonomous functioning.							
Demonstrates good judgment and common sense.							
Participates in a range of educational opportunities including seminars, case conferences, professional reading and other learning experiences beyond the minimum requirement.							
Develops effective working relations with others showing respect, concern and sensitivity for diverse backgrounds, values and viewpoints.							

COMPETENCY STANDARDS	COMMENTS	HOW ASSESSED	PERFORMANCE LEVELS				
<u>ORGANIZATIONAL EXPECTATIONS</u>			1	2	3	4	5
Observes organizational expectations regarding time and attendance avoiding tardiness and unnecessary absences from scheduled duties.							
Establishes appropriate work priorities and manages time efficiently.							
Meets institutional/departmental deadlines for completing assigned tasks.							
Demonstrates reliability and dependability.							
Complies with institutional/departmental policies and procedures.							
Maintains communication with supervisors and administrators regarding any departure from established expectations.							